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- law, vol. LXXXVIII, no. 1. (New York: Longmans. 1919. Pp. 259. \$2.)
- DEWING, A. S. *The financial policy of corporations*. (New York: Ronald. 1919. Pp. xix, 316.)
- FLETCHER, W. M. *Cyclopedia of the law of private corporations*, Vols. 6, 7. (Chicago: Callaghan. 1919.)
- PARKER, J. S. *The corporation manual; statutory provisions relating to the organization, regulation and taxation of domestic business corporations*, etc. Twentieth edition. (New York: Corporation Manual Co. 1919. Pp. xiii, 2225.)
- THOMPSON, M. R. *Trust dissolution*. (Boston: Badger. 1919. Pp. 309. \$2.50.)

Labor and Labor Organizations

- Australian Social Development*. By CLARENCE H. NORTHCOTT. Columbia University Studies in History, Economics, and Public Law, vol. LXXXI, no. 2. (New York: Longmans, Green and Company. 1918. Pp. 302. \$2.50.)
- Arbitration and Wage-Fixing in Australia*. Research Report, no. 10. (Boston: National Industrial Conference Board. 1918. Pp. 52. \$1.00.)
- Living Wage (Adult Males), 1918*. Bulletin of the New South Wales Board of Trade. (Sydney: Government Printer. 1918. Pp. 121.)

Dr. Northcott, before coming to the United States was a tutor in sociology to classes of the Workers' Educational Association in Sydney, New South Wales. He was, therefore, familiar with the trend of social development in Australia and well acquainted with the working-class point of view. His studies in the School of Political Science of Columbia University have broadened his social horizon and furnished a theoretical basis for his study of Australian social development.

It is the socio-economic point of view from which this work is written. Not alone land and labor problems, which have so often been the subject of research by students who have concerned themselves with Australian affairs, are here considered. It was the author's purpose to draw a picture of the entire social development of Australia, critically to appraise the results already accomplished and to show what modifications need to be made in the mental attitude of Australians if further progress is to be achieved. The book will therefore afford a valuable basis from which the

student of Australian social legislation can proceed. It is less popular in style—though well written—and less historical than the well known *State Experiments in Australasia* by William Pember Reeves, but it is more philosophical and critical than the latter work and shows a deeper insight into Australian characteristics.

There is an excellent description of the elements which go to make up the population, which fact explains to a considerable extent the peculiar social development which has taken place. The account of the settlement of the land shows clearly the hindrance to a rapid growth of population which the land policy has offered, and Dr. Northcott appreciates thoroughly that this question of the fuller settlement of the land is the great unsolved problem of Australia today and that “a white Australia,” in which he firmly believes, cannot be a permanent thing unless the Australians themselves find a solution of the difficulties of the white settlement of tropical Australia.

Industrial disputes are another obstacle to Australian progress and prosperity. Compulsory arbitration has clearly not afforded a solution, though it appears to have reduced the number of strikes; and it has, through its regulation of wages and working conditions, created a fairly high level of comfort for the working classes. Neither compulsory arbitration nor state ownership of mines, railways, and factories has increased the efficiency of the working classes and Dr. Northcott is doubtless right in holding trade union teaching largely responsible for the recent decline in production.

In the concluding chapters Dr. Northcott discusses the meaning of social efficiency, following largely Professor Giddings in his analysis, and he attempts to apply this program of social efficiency to the solution of Australia's pressing social problems.

The excellent little pamphlet on *Arbitration and Wage Fixing in Australia*, published by the National Industrial Conference Board, though published anonymously, is understood to be also the work of Dr. Northcott. In it he develops more fully the views concerning compulsory arbitration and the minimum wage which he had set forth in the work on *Australian Social Development*. Only the Victorian system of wages boards and the work of the New South Wales and the Commonwealth arbitration courts are discussed. The treatment of the system in New South Wales is of especial value to American students, since it is the only readily

accessible account of the Industrial Arbitration (Amendment) act of 1918. Statistical tables bring out clearly the disproportionate influence of the mining industry in lessening the good effects of compulsory arbitration as a promoter of industrial peace.

The author's conclusions as to the results which have been accomplished by state regulation of wages and industrial disputes are neither one-sided nor prejudiced. The principle of the living wage for all workers has been established, with a higher level for skilled workers and the possibility of bargaining to secure wages still higher. The minimum wage has not become the maximum, although the system does limit somewhat the reward for extra skill. Nominal wages have risen but effective wages have declined in Australia as elsewhere. Trade unionism and collective bargaining have become national policies. Industrial disputes have not been prevented, due largely to their prevalence in the mining industry, but their seriousness has been reduced. Finally, "public opinion in Australia considers the system effective."

The conclusion slowly reached by all New Zealand and Australian courts of arbitration that a living wage must be the foundation stone for wage awards is best known through the judgment rendered by Mr. Justice Higgins of the Commonwealth Arbitration Court in 1907 when he gave expression in the Harvester case to the now famous principle that the minimum wage must be determined by "the normal needs of the average employee regarded as a human being living in a civilized community." The minimum wage for unskilled laborers was then fixed at 8s. a day. Although prices were rising in Australia, as elsewhere, for years no change was made in this basic wage, for, as Mr. Justice Higgins frequently said, no evidence was offered in court to show that 8s. a day was no longer a living wage in the sense in which the arbitration court had defined that term.

In February, 1914, Mr. Justice Heydon, of the New South Wales Arbitration Court, undertook a new study of the evidence relating to the cost of living. Statistical studies made by Mr. Knibbs, commonwealth statistician, and Mr. Trivett, statistician for New South Wales, furnished material much more abundant than that available to Mr. Justice Higgins in 1907 and this statistical material was supplemented by household budgets collected by trade-union secretaries and by accounts of retail prices furnished by employers. On the basis of this evidence Mr. Justice

Heydon fixed the minimum wage in Sydney at 8s. 6d. per day for unskilled labor on light work, 8s. 9d. per day for ordinary work, and 9s. per day for heavy work. These amounts were intended to cover not only the bare necessities of life but to allow a share in the prosperity of the community. The outbreak of the war soon wrought decided changes in the cost of living and in December, 1915, the court raised the minimum rate from 8s. 6d. to 8s. 9d. per day. Again in August, 1916, the amount was raised to 9s. 3d. per day.

The New South Wales Arbitration act of 1912, as amended in 1918, made it the duty of the New South Wales Board of Trade to fix the living wage from year to year, after public inquiry. The judge of the Arbitration Court (Heydon) became the president of the Board of Trade. In September, 1918, the board, after taking evidence submitted by employers and employees and hearing the arguments of counsel on both sides, fixed the living wage for Sydney and the industrial suburbs at 10s. a day.

It is the decisions of the Arbitration Court of New South Wales and the findings of the Board of Trade, as well as the briefs submitted by counsel at the last hearing, which have been gathered together and issued as a separate bulletin under the title, *Living Wage (Adult Males)*, 1918. Taken together, they constitute one of the best studies of the minimum wage question as related to the cost of living which has appeared in print. Especially interesting are the reasons advanced by Mr. Justice Heydon for deciding that cost of living as a basis for establishing a living wage cannot, in times of war and uncertainty, be measured in the usual statistical way by taking account of changes in the index numbers showing variations in the prices of certain standard commodities. He had attempted thus to provide for changes in the minimum wage in his decision of 1914, but the war experiences soon demonstrated the impracticability of this mode of procedure at a time when the high cost of living compelled a wide use of substitutes by nearly all classes in the community.

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Guild Principles in War and Peace. By S. G. HOBSON. (London: G. Bell and Sons. 1918. Pp. viii, 176. 2s. 6d.)

Curiously inadequate attention has been given in this country to the development of the national guild movement in England. This